



Request for City Council Committee Action from the Department of Human Resources

Date: June 20, 2012

To: Council Member Betsy Hodges
Chair, Ways and Means Committee

Subject: Convention Center Production Technicians Unit, International Alliance
of Theatrical Stage Employees and Motion Picture Machine operators
of the United States and Canada, Local Union No. 13, AFL-CIO

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the executive summary of the collective bargaining agreement between the City and the Convention Center Production Technicians Unit represented by the International Alliance of Theatrical Stage Employees, Local Union No. 13, AFL-CIO; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Department Information

Prepared by: Perry Palin, Labor Relations Coordinator

Approved by: _____
Timothy O. Giles, HR Director Paul Aasen, City Coordinator

Presenters in Committee: Timothy Giles, Perry Palin

Financial Impact

Other financial impact—Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND INTERNATIONAL ALLIANCE OF THEATRICAL STAGE
EMPLOYEES, LOCAL NO. 13, AFL-CIO
CONVENTION CENTER PRODUCTION TECHNICIANS UNIT
Expiration Date: December 31, 2011
Number of Employees in Unit: 7
Annual 2010 Base Payroll: \$440,076
Based on demographics on December 31, 2011**

Market: Internal: Wages – Competitive. External: Wages – Competitive; Total Compensation - Competitive

Recruitment: No issues identified

Retention: No issues identified

Performance management impediments in the CBA: None identified

Issues/Concerns: None

Tentative Agreement Components:

Duration: 24 month agreement, January 1, 2012 – December 31, 2013

Economic Issues

Effective January 1, 2012

- Freezes the wage schedule

Effective January 1, 2013

- Freezes the wage schedule

Effective with Ratification and City Council Approval

- For temporary employees hired from the union hall
 - Creates a new wage scale for lead worker or client relations responsibilities
 - Provides a minimum 8 hour break between shifts, or double time for hours worked without the 8 hour break
 - Provides double time for work on City holidays
 - Provides a City contribution of 2% of wages to the union health and welfare fund, and a 2% reduction in the wage rates for temporary employees

Non-Economic Issues:

- Updates FMLA language to reflect 2009 changes in federal regulations
- Renews Drug and Alcohol Testing, Job Bank, and other City-wide LOAs and Attachments
- Housekeeping for dates, titles, etc.